



AUTOPILOT STRESS RESPONSE TOOLKIT

Your Conflict Repair Guide

But First: You May See Yourself in More Than One

Quick, important truth before you read your result.

Most of us don't run just one autopilot pattern. We run different ones in different rooms. You might **Overfunction** on the unit... the one who handles it, no matter what... and go to **Conflict** the second you walk through your own front door, irritated and snappy from being completely drained. Or you might stay composed at work and let **Distance** take over at home, because you have nothing left to give- *fatigue with a capital F*.

That's normal. That's how these patterns actually work... *they're not a fixed personality type*, they're autopilot responses that activate based on the system you're in. And they have originated from experiences similar in your first formation of life (childhood). **And these patterns run on a spectrum, not a switch.** On one end... disagreement barely registers as disagreement, you're just gently, relentlessly steering the conversation until the other person comes around to your side. On the other end... it's full opposition, a heated debate you didn't mean to start, a need to win that outgrows whatever you were actually discussing. **Still needing to be right, no matter where you are on the spectrum.**

Overfunction

Carrying it all. Can't delegate, can't stop, worth tied to being the responsible one. Taking on other's tasks and emotions.

Distance

Managing stress by pulling back. Numbing, checking out, disconnecting from others and from yourself.

Conflict

The tension finds its way out sideways. Reactivity, short fuse, snapping at the people closest to you.

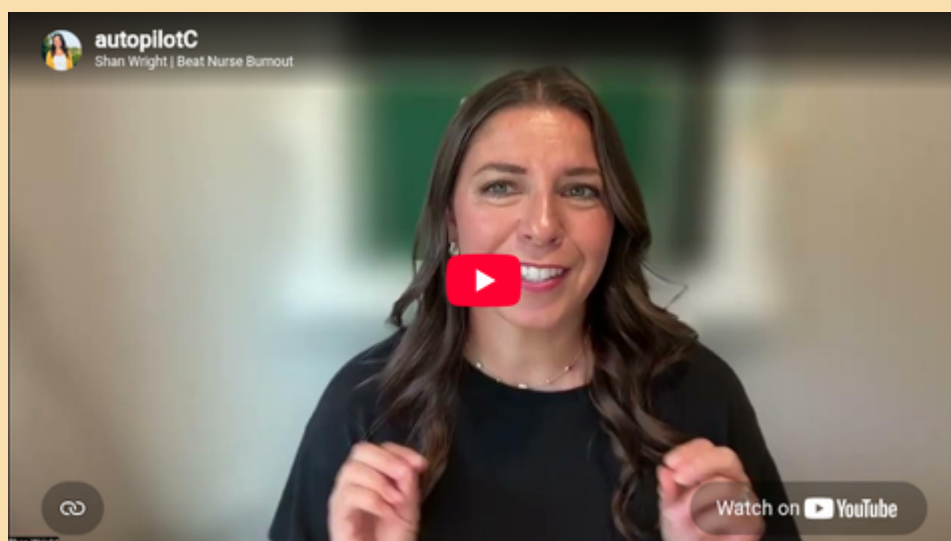
Projection

Focus quietly shifts onto someone else's problem instead of facing your own.

Meet Your Autopilot

Your result today points to your primary pattern... the one most active right now. But this guide is only your starting point, not the whole map. Fully identifying every place these patterns show up, and doing the deep repair work underneath all of them, is exactly what we build together inside STEADY (my group coaching program). We practice real tools together, in real life, to disrupt your autopilot and and show up as your best self.

For now, let's go deeper on your primary pattern:
Conflict



Where This Started (And Why It Works)

"if you see it my way, we're safe."

Somewhere along the way, you learned that **being right wasn't optional**. In nursing, it rarely is... a wrong call isn't just an opinion, *it can cost a life*. **Your nervous system built a rule out of that: if I'm right, we're safe. If you agree with me, we're safe.**

And for a long time, that rule served you well. Confidence at the bedside saves lives. But somewhere the rule quietly changed shape. It stopped being about accuracy and started being about you. When someone disagrees now, it doesn't just feel like a difference of opinion... *it feels like they're questioning your character, your worth, whether you're actually good at what you do*. So the conversation can't just end. It has to end with them seeing it your way, because until they do, some part of you feels like the verdict on you is still open. *On the mild end, this looks like friendly persuasion...* gently, relentlessly steering a conversation until the other person comes around, unable to just let a difference sit unresolved. *On the more intense end, it looks like a heated debate you didn't mean to start, a need to win that outpaces the actual stakes of what you're even arguing about.*

Something that's very important to note: conflict autopilot isn't really about anger. *It's about certainty*, and underneath the certainty, *it's about worth*. You cannot bear to be wrong, or to lose, because being wrong doesn't feel like a mistake... it feels like an indictment. So instead of changing your own view, you work to change everyone else's. And here's the cost nobody names: the people around you learn one of two moves. They either dig in and match you, turning every disagreement into a standoff, or they learn to just agree with you faster to make it stop... which feels like winning, *but it isn't connection*. It's surrender. **Girl, that's conflict running the show, and it's exhausting for you and everyone holding the other end of it.**

Why the Tools Haven't Worked for You

"Take a deep breath before you respond" is good advice, but by the time you're snapping, the moment for that breath already passed hours ago, back on the unit. The **tension built** all shift long with nowhere to release. Trying to catch it in the two seconds before you speak at home is like trying to stop a wave after it's already breaking. And other common advice of "*agree to disagree*" sounds simple too, until you're the one trying to actually let it go. You can nod, walk away, even say the words out loud... **but if the belief underneath hasn't moved, the disagreement doesn't feel resolved.** It just moves inside, replaying what you should have said, rehearsing your case for the next opening. Biting your tongue isn't the same as feeling settled.

Your First Repair Step

This week, pick **ONE** disagreement and let it stay **unresolved**. Don't send the follow-up text making sure they understood. Don't circle back to "*just clarify.*" **Let them be wrong about you, or let the conversation just end without a winner.**

Then **notice** what rises when you let it sit there, unfinished. What thoughts appear? Listen for them! *Because it's like a debate you've had a thousand times before... you don't even hear yourself escalating anymore.*

That discomfort is the belief revealing itself. Perhaps the belief is "if this stays unresolved, am I unsafe? Did I just lose?"

The beliefs that come up are the exact thing we can discuss in your **complimentary Stress Assessment call**. Because the answer isn't just "count to ten" and "pick your battles." **The answer is repairing the belief that being right was ever the same thing as being safe.**

Know Your Triggers: Then Disrupt the Autopilot

Common triggers for the Conflict pattern:

- ☐ Someone on the unit does something differently than you'd do it, and you catch yourself explaining your reasoning again, even though they didn't ask twice
- ☐ A friend picks a different approach with her kids than you would, and you find yourself gently making the case for your way until she comes around
- ☐ Someone in the family group chat says something you disagree with, and you're already drafting your reply before you've finished reading theirs
- ☐ A coworker questions a call you made, and hours later you're still replaying your argument for why you were right
- ☐ Your spouse says "let's just agree to disagree," and it eats at you for the rest of the night anyway
- ☐ Your teenager pushes back on a rule, and it turns into a fifteen-minute debate neither of you actually wanted

Use this list and the tracker on the next page to learn more about your autopilot pattern. **Notice when** it arises and **what** the circumstances are. Are you mostly at work? Is it only at home? A lot of times, different autopilot patterns (conflict, distance, over/under function, projection) will arise for different environments. When **we can see it, we can then disrupt it** and show up as our best self. Which takes a lot of practice and the work of digging up where it originated.

I pray Ephesians 1:17 for you and urge you to pray it for yourself, as well...."I pray that the God of our Lord Jesus Christ, the Father of glory, may give unto you the spirit of wisdom and revelation in the knowledge of Him."

And Be still and KNOW "He says, 'Be still, and know that I am God; I will be exalted among the nations, I will be exalted in the earth.'" — Psalm 46:10 (NIV)

The Disruption Tracker

You don't have to get this right every day. You just have to notice. Noticing is the repair beginning.

Day	Trigger I noticed	What my body did	What I did (autopilot)	What I tried instead
1				
2				
3				
4				
5				
6				
7				

Your Guided Breath Prayer

Proverbs 15:1



follow the prompt below or let me guide
you through it on the video

"A gentle answer turns away wrath, but a harsh word stirs up anger."
Proverbs 15:1

Find a quiet moment. Hands palm open resting on your lap. We're going to breathe and pray together, for one minute. Inhale pulling everything up, speak words out loud at top of inhale. Exhale everything out and speak words out loud at end of exhale.

Inhale for four... I release this fire to you. Exhale for eight... You hold my Peace.

Inhale... I release this fire to you. Exhale... You hold my Peace.
Inhale... I release this fire to you. Exhale... You hold my Peace.

**The people you love most deserve the steady version of you,
friend. And she's in there.**

Don't Stop Here

Don't let this insight close back up. Walk through your 7-Day Autopilot Disrupt Tracker, one day at a time. Return to your breath prayer whenever the bracing creeps back in. Let yourself actually notice, this week, how often the need for certainty and to 'be right' runs the show. What you find matters. And I'd love to sit with you and look at it together.

Book your complimentary Stress Assessment— a focused conversation to talk through what surfaced in your tracker, and discover the clearest next right step on your path toward steady. No pressure, no pitch. Just clarity, and a plan.
<https://calendly.com/theshanwright/stress>

Been there, done that, still doing it

Really, the work never ends. That's why I'm here to support you and meet you where you are.

Hi, I'm Shan Wright, RN, holistic nurse life coach, host of the top 1.5% ranked podcast, Beat Nurse Burnout and **someone who's lived every page of this guide from the inside.**

I spent years at the bedside in high-acuity units, wearing *the "strong one" title* like a badge of honor... until my own body and mind hit a wall I couldn't outwork or out-perform. My healing came through faith, holistic care, and finally understanding that my burnout wasn't a discipline problem. It was an identity problem.

Now I walk alongside veteran nurses doing the same work I once needed someone to walk me through... *repairing what's underneath before trying to regulate what's on top.* I'd be honored to be that person for you too. Shalom, Shalom!

